

EEO PUBLIC FILE REPORT
CCR- Wenatchee IV,LLC and CCR-Westcoast IV,LLC
 KYSN KWWW KQBG KYSP KKWN KWNC KPQ-AM KPQ-FM
 10/1/18 - 9/30/19

Section 1. Vacancy List

Job Title	All Recruitment Sources Used to Fill Vacancy	Number of Interviewees Referred by Each Recruitment Source	Recruitment Source that Referred the hiree
Operations Manager	4,7, 13,14,22	14=1, 7=4, 13=1	14
Account Executive	1,2, 3,4,12, 16	1=2, 2=1, 16=1	1
Account Executive	1,4	1=7, 4=1	1
Business Manager	1,2,3,4,8,13,14,16	1=5, 13=2, 16=2	1
Director of Sales	2,3,4,8,11,13,14,16,17,18,19,20	11=1, 13=1,16=1, 19=9	11
Operations Manager	4,7,11,12,13,14	7=5, 13=1, 14=1	7
News Talent	4,7,11,12,13,21,22	4=1, 7=1, 13=2	4
Account Executive	1,2,4,11,12,13,16	2=1, 13=1, 16=2	13

General Manager	4, 5, 7	7=2, 14=1	14	

Section 2. Recruitment Source List

Recruitment Source Number	Recruitment Source Information	Recruitment Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by Recruitment Source over 12-month period
1	CCR Wenatchee on air 231 N. Wenatchee Ave. Wenatchee, WA 98801	No	14
2	Skill Source/Worksource PO Box 2360 Wenatchee, WA 98807	No	2
3	Wenatchee World Newspaper PO Box 1511 Wenatchee, WA 98807	No	0
4	Cherry Creek Radio webpage www.cherrycreekradio.com	No	2
5	Wenatchee Valley College 1300 5 th Street Wenatchee, WA 98801	No	0
6	Capital Press www.capitalpress.com	No	0
7	All Access www.allaccess.com	No	12
8	Radio Online www.radioonline.com	No	0
9	Radio Business Report www.rbr.com	No	0
10	NTS Media Online	No	0

	www.ntsmediaonline.com		
11	LinkedIn www.linkedin.com	No	1
12	Facebook www.facebook.com	No	0
13	Referral – Local	No	8
14	Referral – Company Internal	No	3
15	Radio Peeps www.radiopeeps.com	No	0
16	Indeed www.indeed.com	No	6
17	Monster.com	No	0
18	WA State Broadcasters Assoc www.wasb.org	No	0
19	Media Staffing	No	9
20	Radio Advertising Bureau www.rab.com	No	0
21	Twitter	No	0
22	RAMP	No	0
Total Number of Interviews over 12-month period: 57			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Listing of Upper Level opening in job bank or newsletter of media trade group with broad-based membership that includes participation of women and minorities	Upper level openings were posted with Washington State Broadcasters Association, Media Staffing, Radio Advertising Bureau and All Access, to reach a wide group of members, including women and minorities.
Training/Mentoring programs	Individual training and mentoring activities were conducted with individuals interested in entering into the radio/broadcast profession. Activities were designed and tailored to specific needs for board operators, on-air personalities, and reporters. These activities resulted in the hiring of an evening on-air personality, a news reporter, and a PT board operator.
In-House Staff and Management Training	July 23 2019- Mandatory Annual Webinar for all Staff, plus additional Management Level Staff Presentation – CCR Culture and Discrimination Prevention/Anti-Harassment/Anti-Bullying Our labor attorney from Littler Mendelson, located in Denver, CO, presented the seminar. This webinar included a Q&A session at the end of the presentation.